

## DRAFT IASC Anti-Racism and Discrimination Action Plan

December 2020

### Background:

One of the purposes of the United Nations is to promote and encourage universal respect for and observance of human rights and fundamental freedoms for all, without distinction as to race, sex, language or religion. The Universal Declaration of Human Rights proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set out therein, without distinction of any kind, in particular as to race, colour or national origin. The International Convention on the Elimination of All Forms of Racial discrimination reaffirms in its preamble that any doctrine of superiority based on racial differentiation is scientifically false, morally condemnable, socially unjust and dangerous, and that there is no justification for racial discrimination, in theory or in practice, anywhere, and that the existence of racial barriers is repugnant to the ideals of any human society<sup>1</sup>.

During the summer of 2020, the UN Secretary-General initiated a UN Secretariat Task Force to address racism and racial discrimination within the UN. In parallel, in their meeting on 10 July, the IASC Principals requested their Deputies to determine how best to tackle the issue of racism and racial discrimination in the workplace at the IASC level. On 10 September, the IASC Principals further endorsed a Statement highlighting commitments that IASC member organizations and standing invitees will address within their own organizations.

The DERC convened the [Deputies Forum on 19 August](#), and they agreed on the following actions :

- (i) Liaise with the Ombudsman's Office to advise on how IASC members may engage in the UN system-wide consultations/ focus groups being organized by the Task Force on Racism and Racial Discrimination. **[IASC Secretariat]**
- (ii) Consider how best to capitalize on the SEA/SHA infrastructure to capture and address issues of racism and racial discrimination. **[OPAG]**
- (iii) Lead efforts to complete the IASC survey to capture best practices. **[members of the Deputies Forum]**.
- (iv) Devise an action plan to better address the issue of racism and racial discrimination with clear benchmarks, for consideration by the Deputies Forum. **[OPAG]**

In preparations for the OPAG meeting on 25 September, the DERC and the OPAG co-Chairs met to discuss how the OPAG could take forward actions against racism and racial discrimination. There remains considerable expectation to capitalize on the SEA/SHA infrastructure to capture and address issues of racism and racial discrimination. In addition, as was noted in the OPAG discussion, there was agreement that RG2 will "take on the time-critical work on racism and racial discrimination and capitalize on the good work and progress done on PSEA/SHA to inform the development of an action plan to address this critical issue".

The proposed Action Plan below represents the proposal of RG2 to bring this issue forward. It is informed by the IASC survey on racism and racial discrimination, which was circulated in September and October 2020 to capture best practices and lessons learned from IASC members and standing invitees (hereinafter IASC organizations) to promote learning and information sharing.

### Basic considerations:

- 1) In this Action Plan, the term "race and discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life<sup>2</sup>.
- 2) Racism and discrimination have to be tackled both in the Workplace as from the perspective of affected people.
  - Concerning the Workplace, the Principal's Statement has set the direction. The Secretary General's Brief, being drafted by OHCHR, as well as the work of a number of UN Task Forces and Working Groups will further allow IASC Members to align their HR and ethics policies as appropriate and make sure that their staff display the right behavior. At the IASC level, an IASC member (or a Task Force) is encouraged to take the lead to bring all efforts together, if and as required, similarly to procedures put in place or PSEAH. RG2 is ready to support this effort by including resources from individual agencies or endorsed at inter-agency level on the Accountability & inclusion Portal.
  - Concerning discrimination against affected people, RG2 sees its value in its inclusive accountability mechanisms, which aim at tackling discrimination at large, i.e. against all kinds of diversities including racism.
  - Racism and discrimination between communities at national level is considered outside of the scope of this Action Plan.

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<sup>1</sup> [International Convention on the Elimination of All Forms of Racial Discrimination](#), entered into force on 04 January 1969.

<sup>2</sup> [International Convention on the Elimination of All Forms of Racial Discrimination](#).

3) Accountability and Inclusion are seen by RG2 as making sure that persons in all their diversities, such as gender, age, ethnicity, race, disability, sexual orientations, etc. are taken into account as well at community and country level, as at global level. This Action Plan is therefore based on the **following six priority areas**:

- **Ensuring non-discriminatory inclusion of all population groups in the programme cycle**
- **Ensuring aid delivery does not discriminate against any population group**
- **Encouraging, listening to and acting on complaints of racism and discrimination**
- **Prevention of racist and discriminatory behavior against staff, partners and affected people**
- **Sharing and learning from best practices and efforts on anti-racism and discrimination**
- **Monitoring of progress on anti-racism and discrimination**

4) It is lastly to be noted that tackling race and discrimination, including obtaining the necessary mentality shifts within the workplaces and towards affected people, is a long-term issue that may take several years; whereas the anticipated existence of RG2 is at present fixed by the USG to December 2021.

### DRAFT IASC ACTION PLAN

	Action	Responsible	By When	Role for RG2
<b>Ensuring non-discriminatory inclusion of all population groups in planning in the programme cycle</b>				
<b>Workplace</b>	1. Ensure staff training incorporates non-discrimination and anti-racism and stigmatization (as appropriate to the context)	Organisations (HR, Training Sections)		N/A
<b>Affected People</b>	1. Ensure meaningful participation of affected people, inclusive of their race and other diversities, in consultations at global and country level and in needs assessments	Organisations (Programme Staff, IM etc.), OCHA HPC Group, CCEA WGs		Include indicators in Results Tracker
	2. Ensure reflection of all affected people, inclusive of their race and other diversities, in data collection and analysis	Organisations (Programme Staff, IM etc.), OCHA HPC Group		Include indicators in Results Tracker
<b>Ensuring aid delivery does not discriminate against any population group</b>				
<b>Workplace</b>	1. Ensure appropriate diversity (by race etc.) of country staff involved in delivery	Organisations (HR)		N/A
<b>Affected People</b>	1. Develop practical steps for leaders (including HC's and HCTs) to ensure that anti-racism and discrimination is incorporated throughout the programme cycle	RG2 through its accountability framework workstream	Throughout 2021	Lead
	2. Update HNO and HRP guidance to include anti-racism and discrimination	OCHA/HPC Group		Share resources on portal
	3. Develop Race and Discrimination Data Disaggregation guidelines	OCHA/JIAG		Share resources on portal
	4. Integrate anti-racism and discrimination in cluster workplans	GCCG		Share resources on portal
	5. Develop collective anti-racism and discrimination indicators	RG2 through its informal group on Anti-Racism and Discrimination	Throughout 2021	Include indicators in Results Tracker
<b>Encouraging, listening to and acting on complaints of racism and discrimination</b>				
<b>Workplace</b>	1. Develop/update internal policies, Codes of Conduct, complaints channels and Investigation protocols, align them across internal HR policies, make them mandatory for all staff and include them in relevant trainings	Organisations (HR, Ethics)		Share resources on portal
<b>Affected People</b>	1. Develop tools to ensure that all people (inclusive of their race and all other diversities) are involved in the design of collective CFMs	RG2 through its CFM workstream	Throughout 2021	Lead

	2. Develop tools to ensure that collective CFMs can handle complaints about racism; data is analysed, aggregated, shared and acted upon	RG2 through its CFM workstream	Throughout 2021	Lead
<b>Prevention of racist and discriminatory behavior against staff, partners and affected people</b>				
<b>Workplace</b>	1. In line with SG's brief and other non-UN guidance and policies, ensure appropriate geographic, ethnic and other diversities of global and country staff, especially for senior positions	OHCHR to lead in collaboration with relevant Task Forces; Organisations (HR)		N/A
	2. Consider including a mention of "Zero Tolerance " for all kinds of discrimination in job vacancy announcements	Organisations (HR)		N/A
	3. Create a more inclusive work place by developing/updating internal policies, Codes of Conduct, complaints channels and Investigation protocols , align them across internal HR policies, make them mandatory for all staff and provide relevant trainings	Organisations (HR, Ethics)		Share resources on portal
<b>Workplace and Affected People</b>	4. Develop IASC Anti-Racism and Discrimination Principles to ensure (a) staff and partners know the repercussions of this behavior and (b) communities are aware of the behavior they should expect from aid workers (similar to the IASC PSEA principles)	<b>TBD</b> (GPC through RG2) in collaboration with OHCHR?		Ensure RG2 member engagement on point (b)
<b>Sharing and learning from best practices and efforts on anti-racism and discrimination</b>				
<b>Workplace and Affected People</b>	1. Share and showcase best practices	RG2 through its portal; and through all RGs		Share resources on portal
	2. Include best practices in relevant staff training packages	Organisations		N/A
	3. Map global and field level services on anti-racism and discrimination	RG2 through its Service Directory workstream	Throughout 2021	Lead
<b>Monitoring of progress on anti-racism and discrimination</b>				
<b>Workplace</b>	1. Monitor indicators on workplace racism and discrimination in accordance with the SG's brief and other non-UN guidance and policies	OHCHR?		N/A
<b>Affected People</b>	1. Monitor indicators on racism and discrimination against affected people	RG2 through its Results Tracker	Throughout 2021	Lead
	2. Report on inclusion of all population groups on an annual basis (covering all diversities)	Organisations		N/A